

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after November 14, 1997, were as follows: Average increases of 6 cents (.8 percent) for Level 1 and 13 cents (1.2 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 1998.

SURVEY SUMMARY BY PAY LEVEL

| <u>SURVEY JOB TITLE</u> | <u>WEIGHTED MATCHES</u> | <u>AVERAGE</u> | <u>RANGE HIGH</u> | <u>LOW</u> |
|-----------------------------|-----------------------------|----------------|-----------------------|------------|
| NF - 1 | | | | |
| SALES ASSOCIATE | 1399 | 7.60 | 12.50 | 5.60 |
| CASHIER-CHECKER | 1915 | 6.54 | 11.05 | 5.15 |
| CUSTOMER SERVICE ASST | 155 | 7.94 | 12.50 | 6.00 |
| OFFICE CASHIER | 73 | 9.73 | 13.36 | 6.25 |
| TELLER | 162 | 9.53 | 13.08 | 7.85 |
| DATA ENTRY CLERK | 32 | 10.33 | 13.00 | 8.25 |
| RECREATION ATTENDANT | 28 | 8.47 | 8.51 | 7.50 |
| DESK CLERK | 486 | 8.87 | 10.54 | 6.50 |

NF - 2

| | | | | |
|------------------------|-----|-------|-------|------|
| HEAD SALES PERSON | 101 | 9.62 | 11.70 | 7.28 |
| STORE DETECTIVE | 96 | 10.26 | 15.17 | 6.25 |
| HEAD CUSTOMER SVC ASST | 37 | 9.85 | 10.70 | 8.50 |
| PAYROLL CLERK | 69 | 14.21 | 16.49 | 8.00 |
| SECRETARY | 99 | 12.92 | 17.30 | 9.50 |
| DATA ENTRY SPECIALIST | 80 | 10.52 | 16.49 | 8.00 |
| ACCOUNTING TECHNICIAN | 249 | 12.13 | 16.42 | 8.00 |

NF - 3

| | | | | |
|---------------------|----|-------|-------|-------|
| DEPARTMENT MANAGER | 49 | 10.99 | 11.37 | 10.95 |
| EXECUTIVE SECRETARY | 66 | 17.15 | 21.94 | 11.05 |
| BOOKKEEPER | 52 | 11.90 | 17.80 | 10.58 |

WAGE AREA : #058 Alameda/Contra Costa, California
 ORDER DATE: September 9, 1997
 SURVEY : #012/009-19

